

Civil Rights Division



The Civil Rights Division celebrates Asian American and Pacific Islander Heritage Month by recognizing some of our employees.



Employee Spotlight: Jaishan Pandey

Transportation Project Specialist
Region 4, Project Development

He enjoys traveling, hiking, reading, watching sports, fitness and boxing.

Joined TDOT Family July 2021

CELEBRATE DIVERSITY

What does Asian American and Pacific Islander Heritage Month mean to you and why?

For me, Asian American & Pacific Islander Heritage Month is a chance to celebrate this community's rich heritage and cultural diversity. It provides a platform to promote dialogue, understanding and appreciation for the experiences, challenges, and successes of Asian Americans and Pacific Islanders. It advocates for an inclusive society that appreciates and respects the experiences and achievements of this community within this diverse American society.

What had the biggest influence on your career?

My family and friends that I have made along the way have been the biggest influences on my career.

Explain how you see EPIC (Empowering People and Influencing the Culture) creating your own success as well as the impact of your work contributing to TDOT's success.

From my understanding, the goal of EPIC is to bring together different teams in TDOT to achieve a common goal of serving the people of Tennessee. It would assign people with specific yet diverse responsibilities to bring the big picture together, promoting communication, productivity, and efficiency. I see this as an exciting opportunity for everyone involved.

How do you suggest we create a workforce that supports diversity, equity, and inclusion?

In my opinion, creating a workforce that supports diversity, equity and inclusion is a complex and on-going process that requires continuous effort, learning, and adaptation. Diverse recruitment and hiring, equal opportunities advancement, fostering an inclusive culture with flexible policies and accommodations as well as regular assessment of diversity to identify areas for improvement are some great ways to achieve this goal.